13 FAM 350
MANDATORY "NO FEAR" ACT TRAINING

(CT:TPD-14; 06-18-2013)
(Office of Origin: FSI)

13 FAM 351 MANDATORY "NO FEAR" ACT TRAINING

(CT:TPD-14; 06-18-2013)
(State Only)
(Civil Service and Foreign Service Employees)

a. To meet the requirements of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (Public Law 107-*174*), also known as the "No FEAR Act," Department of State employees are required to complete training on the rights and remedies applicable to employees on the laws prohibiting discrimination and retaliation in the workplace. The prescribed FSI course is the online course No FEAR Act Training (PT401).

b. The training is mandatory for:

(1) U.S. citizen Department employees irrespective of geographic location or assignment; and

(2) Non-U.S. citizen employees who are located within the territorial United States.

c. All new hires in the above categories are required to take and pass the No FEAR Act course within 90 days of entry on duty.

d. Additionally, all personnel covered by this training requirement are also required to re-take and pass the No FEAR Act course every 2 years.

e. It is not required, but strongly encouraged, that personal services contractors take the No FEAR Act course.

f. It is primarily each employee's responsibility to ensure he or she completes any mandatory training requirement identified in this subchapter.

g. Individuals can enroll for No FEAR Act training online through the FSI OpenNet Web site.

13 FAM 352 THROUGH 359 UNASSIGNED